

Request for Proposal (RFP) - 15BRRC27R00000001

Residential Reentry Center Services to be Located within the Kentucky counties of Ballard, Caldwell, Calloway, Carlisle, Crittenden, Fulton, Graves, Hickman, Livingston, Lyon, Marshall, McCracken, Paducah, and Trigg. Home Confinement Radius 150-mile not restricted by State or County Lines. The following Wage Determinations are applicable for this solicitation:

Wage Determination #	Area	Revision Date
2015-4675 Revision #: 30	Kentucky Counties of Christian and Trigg	8/22/2026
2015-4687 Revision #: 34	Kentucky Counties of Caldwell, Crittenden, Hopkins, Lyon, Muhlenberg, Ohio, Todd, Union, and Webster	8/12/2026
2015-4691 Revision #: 34	Kentucky Counties of Calloway, Fulton, Graves, Hickman, and Marshall	8/12/2026
2015-5973 Revision #: 6	Kentucky Counties of Livingston	8/12/2026
2015-5975 Revision #: 6	Kentucky Counties of Ballard, Carlisle, and McCracken	8/12/2026

For the latest revision, please always check on SAM.gov.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4675 Revision No.: 30 Date Of Last Revision: 8/22/2026

State: Kentucky, Tennessee

Area: Kentucky Counties of Christian and Trigg

Tennessee Counties of Montgomery

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.89
01013 - Accounting Clerk III		22.25
01020 - Administrative Assistant		29.05
01035 - Court Reporter		21.40
01041 - Customer Service Representative I		15.07
01042 - Customer Service Representative II		16.45
01043 - Customer Service Representative III		18.47
01051 - Data Entry Operator I		16.70
01052 - Data Entry Operator II		18.22
01060 - Dispatcher, Motor Vehicle		23.92
01070 - Document Preparation Clerk		17.04
01090 - Duplicating Machine Operator		17.04
01111 - General Clerk I		15.21
01112 - General Clerk II		16.60
01113 - General Clerk III		18.65
01120 - Housing Referral Assistant		23.85
01141 - Messenger Courier		15.27
01191 - Order Clerk I		17.85
01192 - Order Clerk II		19.47
01261 - Personnel Assistant (Employment) I		19.19
01262 - Personnel Assistant (Employment) II		21.47
01263 - Personnel Assistant (Employment) III		23.94
01270 - Production Control Clerk		24.40
01290 - Rental Clerk		17.49
01300 - Scheduler, Maintenance		19.13
01311 - Secretary I		19.13
01312 - Secretary II		21.40
01313 - Secretary III		23.85
01320 - Service Order Dispatcher		21.38
01410 - Supply Technician		29.05
01420 - Survey Worker		20.60
01460 - Switchboard Operator/Receptionist		14.89
01531 - Travel Clerk I		16.41
01532 - Travel Clerk II		18.41
01533 - Travel Clerk III		20.17
01611 - Word Processor I		18.74
01612 - Word Processor II		21.04
01613 - Word Processor III		23.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.84
05010 - Automotive Electrician		22.62
05040 - Automotive Glass Installer		21.52
05070 - Automotive Worker		21.52
05110 - Mobile Equipment Servicer		19.04
05130 - Motor Equipment Metal Mechanic		23.83
05160 - Motor Equipment Metal Worker		21.52
05190 - Motor Vehicle Mechanic		23.83
05220 - Motor Vehicle Mechanic Helper		17.85
05250 - Motor Vehicle Upholstery Worker		20.20
05280 - Motor Vehicle Wrecker		21.52
05310 - Painter, Automotive		22.62
05340 - Radiator Repair Specialist		21.52
05370 - Tire Repairer		16.69
05400 - Transmission Repair Specialist		23.83
07000 - Food Preparation And Service Occupations		

07010 - Baker	15.00
07041 - Cook I	16.03
07042 - Cook II	18.11
07070 - Dishwasher	13.75
07130 - Food Service Worker	12.99
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	11.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	15.36
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.06
09110 - Furniture Repairer, Minor	20.44
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.81
11060 - Elevator Operator	16.17
11090 - Gardener	21.92
11122 - Housekeeping Aide	16.17
11150 - Janitor	16.17
11210 - Laborer, Grounds Maintenance	17.50
11240 - Maid or Houseman	13.77
11260 - Pruner	15.86
11270 - Tractor Operator	20.56
11330 - Trail Maintenance Worker	17.50
11360 - Window Cleaner	17.84
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	25.12
12012 - Certified Occupational Therapist Assistant	31.36
12015 - Certified Physical Therapist Assistant	29.40
12020 - Dental Assistant	22.14
12025 - Dental Hygienist	39.07
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic Technologist	38.06
12040 - Emergency Medical Technician	21.54
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.12
12073 - Licensed Practical Nurse III	28.01
12100 - Medical Assistant	17.98
12130 - Medical Laboratory Technician	29.61
12160 - Medical Record Clerk	20.22
12190 - Medical Record Technician	22.62
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	55.21
12221 - Nursing Assistant I	13.80
12222 - Nursing Assistant II	15.53
12223 - Nursing Assistant III	16.94
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	22.91
12236 - Optical Technician	22.45
12250 - Pharmacy Technician	19.82
12280 - Phlebotomist	18.16
12305 - Radiologic Technologist	30.25
12311 - Registered Nurse I	26.09
12312 - Registered Nurse II	31.90
12313 - Registered Nurse II, Specialist	31.90
12314 - Registered Nurse III	38.60
12315 - Registered Nurse III, Anesthetist	38.60
12316 - Registered Nurse IV	46.27
12317 - Scheduler (Drug and Alcohol Testing)	31.11
12320 - Substance Abuse Treatment Counselor	22.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.67
13012 - Exhibits Specialist II	33.04
13013 - Exhibits Specialist III	40.41
13041 - Illustrator I	26.67
13042 - Illustrator II	33.04
13043 - Illustrator III	40.41
13047 - Librarian	36.59
13050 - Library Aide/Clerk	17.43
13054 - Library Information Technology Systems Administrator	33.04
13058 - Library Technician	21.02
13061 - Media Specialist I	23.84
13062 - Media Specialist II	26.67
13063 - Media Specialist III	29.74
13071 - Photographer I	23.84
13072 - Photographer II	26.67
13073 - Photographer III	33.04
13074 - Photographer IV	40.41
13075 - Photographer V	48.91
13090 - Technical Order Library Clerk	21.88
13110 - Video Teleconference Technician	22.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.55
14042 - Computer Operator II	24.10
14043 - Computer Operator III	26.88
14044 - Computer Operator IV	29.87
14045 - Computer Operator V	33.08
14071 - Computer Programmer I	(see 1) 21.82
14072 - Computer Programmer II	(see 1) 27.03
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.55
14160 - Personal Computer Support Technician		29.87
14170 - System Support Specialist		34.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.66
15020 - Aircrew Training Devices Instructor (Rated)		40.72
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		33.66
15060 - Educational Technologist		39.80
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		23.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.81
15086 - Maintenance Test Pilot, Rotary Wing		48.81
15088 - Non-Maintenance Test/Co-Pilot		48.81
15090 - Technical Instructor		22.33
15095 - Technical Instructor/Course Developer		27.30
15110 - Test Proctor		18.02
15120 - Tutor		18.02
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.24
16030 - Counter Attendant		11.24
16040 - Dry Cleaner		13.62
16070 - Finisher, Flatwork, Machine		11.24
16090 - Presser, Hand		11.24
16110 - Presser, Machine, Drycleaning		11.24
16130 - Presser, Machine, Shirts		11.24
16160 - Presser, Machine, Wearing Apparel, Laundry		11.24
16190 - Sewing Machine Operator		14.50
16220 - Tailor		15.30
16250 - Washer, Machine		12.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.45
19040 - Tool And Die Maker		32.46
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.59
21030 - Material Coordinator		24.40
21040 - Material Expediter		24.40
21050 - Material Handling Laborer		17.82
21071 - Order Filler		17.53
21080 - Production Line Worker (Food Processing)		21.59
21110 - Shipping Packer		20.70
21130 - Shipping/Receiving Clerk		20.70
21140 - Store Worker I		15.79
21150 - Stock Clerk		21.01
21210 - Tools And Parts Attendant		21.59
21410 - Warehouse Specialist		21.59
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.78
23019 - Aircraft Logs and Records Technician		24.74
23021 - Aircraft Mechanic I		29.19
23022 - Aircraft Mechanic II		30.78
23023 - Aircraft Mechanic III		32.40
23040 - Aircraft Mechanic Helper		21.87
23050 - Aircraft, Painter		27.70
23060 - Aircraft Servicer		24.74
23070 - Aircraft Survival Flight Equipment Technician		27.70
23080 - Aircraft Worker		26.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.19
23110 - Appliance Mechanic		25.42
23120 - Bicycle Repairer		22.26
23125 - Cable Splicer		40.27
23130 - Carpenter, Maintenance		23.60
23140 - Carpet Layer		25.16
23160 - Electrician, Maintenance		28.21
23181 - Electronics Technician Maintenance I		29.54
23182 - Electronics Technician Maintenance II		31.06
23183 - Electronics Technician Maintenance III		32.72
23260 - Fabric Worker		23.63
23290 - Fire Alarm System Mechanic		27.87
23310 - Fire Extinguisher Repairer		22.26
23311 - Fuel Distribution System Mechanic		27.87
23312 - Fuel Distribution System Operator		22.26
23370 - General Maintenance Worker		22.58
23380 - Ground Support Equipment Mechanic		29.19
23381 - Ground Support Equipment Servicer		24.74
23382 - Ground Support Equipment Worker		26.35
23391 - Gunsmith I		22.26
23392 - Gunsmith II		25.16
23393 - Gunsmith III		27.87
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.22
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)	25.54
23430 - Heavy Equipment Mechanic	28.50
23440 - Heavy Equipment Operator	24.48
23460 - Instrument Mechanic	27.87
23465 - Laboratory/Shelter Mechanic	26.45
23470 - Laborer	17.82
23510 - Locksmith	26.45
23530 - Machinery Maintenance Mechanic	30.62
23550 - Machinist, Maintenance	27.80
23580 - Maintenance Trades Helper	18.41
23591 - Metrology Technician I	27.87
23592 - Metrology Technician II	29.39
23593 - Metrology Technician III	30.94
23640 - Millwright	27.87
23710 - Office Appliance Repairer	26.45
23760 - Painter, Maintenance	20.42
23790 - Pipefitter, Maintenance	29.85
23810 - Plumber, Maintenance	28.33
23820 - Pneudraulic Systems Mechanic	27.87
23850 - Rigger	27.87
23870 - Scale Mechanic	25.16
23890 - Sheet-Metal Worker, Maintenance	23.49
23910 - Small Engine Mechanic	24.18
23931 - Telecommunications Mechanic I	30.75
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.93
23960 - Welder, Combination, Maintenance	25.47
23965 - Well Driller	27.87
23970 - Woodcraft Worker	27.87
23980 - Woodworker	22.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	13.67
24580 - Child Care Center Clerk	17.06
24610 - Chore Aide	14.70
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.21
25040 - Sewage Plant Operator	22.03
25070 - Stationary Engineer	23.21
25190 - Ventilation Equipment Tender	17.39
25210 - Water Treatment Plant Operator	22.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.56
27007 - Baggage Inspector	17.35
27008 - Corrections Officer	23.32
27010 - Court Security Officer	24.33
27030 - Detection Dog Handler	19.41
27040 - Detention Officer	23.32
27070 - Firefighter	25.53
27101 - Guard I	17.35
27102 - Guard II	19.41
27131 - Police Officer I	24.94
27132 - Police Officer II	27.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Worker	10.86
28210 - Gate Attendant/Gate Tender	16.79
28310 - Lifeguard	14.96
28350 - Park Attendant (Aide)	18.78
28510 - Recreation Aide/Health Facility Attendant	13.71
28515 - Recreation Specialist	23.26
28630 - Sports Official	14.96
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.16
29020 - Hatch Tender	25.16
29030 - Line Handler	25.16
29041 - Stevedore I	23.63
29042 - Stevedore II	26.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	19.76
30022 - Archeological Technician II	22.10
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	27.39
30040 - Civil Engineering Technician	27.35
30051 - Cryogenic Technician I	30.33
30052 - Cryogenic Technician II	33.50
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	22.10
30063 - Drafter/CAD Operator III	24.65
30064 - Drafter/CAD Operator IV	30.33
30081 - Engineering Technician I	18.07

30082 - Engineering Technician II	20.27
30083 - Engineering Technician III	22.68
30084 - Engineering Technician IV	28.10
30085 - Engineering Technician V	34.37
30086 - Engineering Technician VI	41.60
30090 - Environmental Technician	27.39
30095 - Evidence Control Specialist	27.39
30210 - Laboratory Technician	25.17
30221 - Latent Fingerprint Technician I	30.33
30222 - Latent Fingerprint Technician II	33.50
30240 - Mathematical Technician	27.39
30361 - Paralegal/Legal Assistant I	23.73
30362 - Paralegal/Legal Assistant II	29.40
30363 - Paralegal/Legal Assistant III	35.96
30364 - Paralegal/Legal Assistant IV	43.52
30375 - Petroleum Supply Specialist	33.50
30390 - Photo-Optics Technician	27.39
30395 - Radiation Control Technician	33.50
30461 - Technical Writer I	27.39
30462 - Technical Writer II	33.50
30463 - Technical Writer III	40.53
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	30.33
30502 - Weather Forecaster II	36.89
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.65
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	16.39
31030 - Bus Driver	21.82
31043 - Driver Courier	18.27
31260 - Parking and Lot Attendant	14.08
31290 - Shuttle Bus Driver	14.53
31310 - Taxi Driver	14.10
31361 - Truckdriver, Light	19.49
31362 - Truckdriver, Medium	20.68
31363 - Truckdriver, Heavy	24.75
31364 - Truckdriver, Tractor-Trailer	24.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.57
99050 - Desk Clerk	13.61
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	16.90
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	27.89
99310 - Mortician	29.57
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	22.04
99711 - Recycling Specialist	26.06
99730 - Refuse Collector	19.99
99810 - Sales Clerk	13.99
99820 - School Crossing Guard	17.49
99830 - Survey Party Chief	25.64
99831 - Surveying Aide	15.24
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	22.68
99841 - Vending Machine Repairer	27.33
99842 - Vending Machine Repairer Helper	22.68

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per

week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4687 Revision No.: 34 Date Of Last Revision: 8/12/2026

State: Kentucky

Area: Kentucky Counties of Caldwell, Crittenden, Hopkins, Lyon,
Muhlenberg, Ohio, Todd, Union and
Webster

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.95
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		26.71
01035 - Court Reporter		20.89
01041 - Customer Service Representative I		14.72
01042 - Customer Service Representative II		16.06
01043 - Customer Service Representative III		18.02
01051 - Data Entry Operator I		16.74
01052 - Data Entry Operator II		18.27
01060 - Dispatcher, Motor Vehicle		20.60
01070 - Document Preparation Clerk		16.64
01090 - Duplicating Machine Operator		16.64
01111 - General Clerk I		14.75
01112 - General Clerk II		16.10
01113 - General Clerk III		18.07
01120 - Housing Referral Assistant		23.29
01141 - Messenger Courier		17.39
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.39
01262 - Personnel Assistant (Employment) II		20.58
01263 - Personnel Assistant (Employment) III		22.95
01270 - Production Control Clerk		25.38
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		18.67
01311 - Secretary I		18.67
01312 - Secretary II		20.89
01313 - Secretary III		23.29
01320 - Service Order Dispatcher		18.41
01410 - Supply Technician		26.71
01420 - Survey Worker		18.49
01460 - Switchboard Operator/Receptionist		15.08
01531 - Travel Clerk I		16.64
01532 - Travel Clerk II		18.67
01533 - Travel Clerk III		20.17
01611 - Word Processor I		16.64
01612 - Word Processor II		18.67
01613 - Word Processor III		20.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.61
05010 - Automotive Electrician		18.11
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		15.14
05130 - Motor Equipment Metal Mechanic		19.01
05160 - Motor Equipment Metal Worker		17.17
05190 - Motor Vehicle Mechanic		19.01
05220 - Motor Vehicle Mechanic Helper		14.14
05250 - Motor Vehicle Upholstery Worker		16.15
05280 - Motor Vehicle Wrecker		17.17
05310 - Painter, Automotive		18.11
05340 - Radiator Repair Specialist		17.17
05370 - Tire Repairer		16.65
05400 - Transmission Repair Specialist		19.01

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.71
07041 - Cook I	14.33
07042 - Cook II	16.26
07070 - Dishwasher	11.83
07130 - Food Service Worker	11.06
07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.75
09040 - Furniture Handler	14.30
09080 - Furniture Refinisher	21.75
09090 - Furniture Refinisher Helper	16.72
09110 - Furniture Repairer, Minor	18.76
09130 - Upholsterer	21.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.84
11060 - Elevator Operator	15.28
11090 - Gardener	18.90
11122 - Housekeeping Aide	14.84
11150 - Janitor	14.84
11210 - Laborer, Grounds Maintenance	15.11
11240 - Maid or Houseman	13.59
11260 - Pruner	13.82
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.11
11360 - Window Cleaner	16.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	25.84
12012 - Certified Occupational Therapist Assistant	29.81
12015 - Certified Physical Therapist Assistant	29.10
12020 - Dental Assistant	19.70
12025 - Dental Hygienist	34.54
12030 - EKG Technician	30.98
12035 - Electroneurodiagnostic Technologist	30.98
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	23.10
12072 - Licensed Practical Nurse II	25.84
12073 - Licensed Practical Nurse III	28.82
12100 - Medical Assistant	17.35
12130 - Medical Laboratory Technician	28.64
12160 - Medical Record Clerk	19.36
12190 - Medical Record Technician	21.66
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	56.80
12221 - Nursing Assistant I	13.79
12222 - Nursing Assistant II	15.51
12223 - Nursing Assistant III	16.92
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	20.62
12236 - Optical Technician	23.10
12250 - Pharmacy Technician	17.75
12280 - Phlebotomist	18.25
12305 - Radiologic Technologist	30.29
12311 - Registered Nurse I	25.52
12312 - Registered Nurse II	31.21
12313 - Registered Nurse II, Specialist	31.21
12314 - Registered Nurse III	37.76
12315 - Registered Nurse III, Anesthetist	37.76
12316 - Registered Nurse IV	45.27
12317 - Scheduler (Drug and Alcohol Testing)	32.01
12320 - Substance Abuse Treatment Counselor	23.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.14
13012 - Exhibits Specialist II	27.43
13013 - Exhibits Specialist III	33.55
13041 - Illustrator I	22.14
13042 - Illustrator II	27.43
13043 - Illustrator III	33.55
13047 - Librarian	30.38
13050 - Library Aide/Clerk	15.17
13054 - Library Information Technology Systems Administrator	27.43
13058 - Library Technician	17.78
13061 - Media Specialist I	19.80
13062 - Media Specialist II	22.14
13063 - Media Specialist III	24.68
13071 - Photographer I	19.80
13072 - Photographer II	22.14
13073 - Photographer III	27.43
13074 - Photographer IV	33.55
13075 - Photographer V	40.59
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	19.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.31
14042 - Computer Operator II	22.73
14043 - Computer Operator III	25.34
14044 - Computer Operator IV	28.15
14045 - Computer Operator V	31.18
14071 - Computer Programmer I	23.03
14072 - Computer Programmer II	

(see 1)
(see 1)

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.31
14160 - Personal Computer Support Technician		28.15
14170 - System Support Specialist		31.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.74
15020 - Aircrew Training Devices Instructor (Rated)		42.04
15030 - Air Crew Training Devices Instructor (Pilot)		50.39
15050 - Computer Based Training Specialist / Instructor		34.74
15060 - Educational Technologist		34.64
15070 - Flight Instructor (Pilot)		50.39
15080 - Graphic Artist		21.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.39
15086 - Maintenance Test Pilot, Rotary Wing		50.39
15088 - Non-Maintenance Test/Co-Pilot		50.39
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		24.95
15110 - Test Proctor		16.46
15120 - Tutor		16.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.24
16030 - Counter Attendant		11.24
16040 - Dry Cleaner		13.62
16070 - Finisher, Flatwork, Machine		11.24
16090 - Presser, Hand		11.24
16110 - Presser, Machine, Drycleaning		11.24
16130 - Presser, Machine, Shirts		11.24
16160 - Presser, Machine, Wearing Apparel, Laundry		11.24
16190 - Sewing Machine Operator		14.50
16220 - Tailor		15.30
16250 - Washer, Machine		12.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.50
19040 - Tool And Die Maker		30.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.83
21030 - Material Coordinator		25.38
21040 - Material Expediter		25.38
21050 - Material Handling Laborer		18.34
21071 - Order Filler		16.69
21080 - Production Line Worker (Food Processing)		21.83
21110 - Shipping Packer		19.39
21130 - Shipping/Receiving Clerk		19.39
21140 - Store Worker I		16.74
21150 - Stock Clerk		21.89
21210 - Tools And Parts Attendant		21.83
21410 - Warehouse Specialist		21.83
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.87
23019 - Aircraft Logs and Records Technician		24.98
23021 - Aircraft Mechanic I		29.40
23022 - Aircraft Mechanic II		30.87
23023 - Aircraft Mechanic III		32.38
23040 - Aircraft Mechanic Helper		21.87
23050 - Aircraft, Painter		28.00
23060 - Aircraft Servicer		24.98
23070 - Aircraft Survival Flight Equipment Technician		28.00
23080 - Aircraft Worker		26.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.40
23110 - Appliance Mechanic		26.80
23120 - Bicycle Repairer		22.40
23125 - Cable Splicer		38.93
23130 - Carpenter, Maintenance		23.71
23140 - Carpet Layer		25.41
23160 - Electrician, Maintenance		28.46
23181 - Electronics Technician Maintenance I		30.95
23182 - Electronics Technician Maintenance II		32.63
23183 - Electronics Technician Maintenance III		34.25
23260 - Fabric Worker		23.89
23290 - Fire Alarm System Mechanic		28.13
23310 - Fire Extinguisher Repairer		22.40
23311 - Fuel Distribution System Mechanic		30.57
23312 - Fuel Distribution System Operator		25.61
23370 - General Maintenance Worker		23.24
23380 - Ground Support Equipment Mechanic		29.40
23381 - Ground Support Equipment Servicer		24.98
23382 - Ground Support Equipment Worker		26.56
23391 - Gunsmith I		22.40
23392 - Gunsmith II		25.41
23393 - Gunsmith III		28.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.52

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.85
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	27.51
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	26.80
23470 - Laborer	18.34
23510 - Locksmith	26.80
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist, Maintenance	24.63
23580 - Maintenance Trades Helper	17.75
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.19
23593 - Metrology Technician III	37.98
23640 - Millwright	29.27
23710 - Office Appliance Repairer	26.80
23760 - Painter, Maintenance	21.68
23790 - Pipefitter, Maintenance	32.90
23810 - Plumber, Maintenance	31.34
23820 - Pneudraulic Systems Mechanic	28.13
23850 - Rigger	28.13
23870 - Scale Mechanic	25.41
23890 - Sheet-Metal Worker, Maintenance	28.13
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	37.71
23932 - Telecommunications Mechanic II	39.60
23950 - Telephone Lineman	27.44
23960 - Welder, Combination, Maintenance	24.49
23965 - Well Driller	28.13
23970 - Woodcraft Worker	28.13
23980 - Woodworker	22.40
24000 - Personal Needs Occupations	
24550 - Case Manager	19.31
24570 - Child Care Attendant	12.35
24580 - Child Care Center Clerk	15.41
24610 - Chore Aide	15.16
24620 - Family Readiness And Support Services Coordinator	19.31
24630 - Homemaker	19.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	22.59
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	22.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.63
27007 - Baggage Inspector	17.00
27008 - Corrections Officer	20.34
27010 - Court Security Officer	19.04
27030 - Detection Dog Handler	19.02
27040 - Detention Officer	20.34
27070 - Firefighter	18.17
27101 - Guard I	17.00
27102 - Guard II	19.02
27131 - Police Officer I	23.98
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.08
28042 - Carnival Equipment Repairer	16.14
28043 - Carnival Worker	11.79
28210 - Gate Attendant/Gate Tender	20.26
28310 - Lifeguard	14.81
28350 - Park Attendant (Aide)	22.67
28510 - Recreation Aide/Health Facility Attendant	16.54
28515 - Recreation Specialist	27.86
28630 - Sports Official	18.05
28690 - Swimming Pool Operator	18.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.26
29020 - Hatch Tender	30.26
29030 - Line Handler	30.26
29041 - Stevedore I	28.46
29042 - Stevedore II	31.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	18.59
30022 - Archeological Technician II	20.80
30023 - Archeological Technician III	25.77
30030 - Cartographic Technician	25.77
30040 - Civil Engineering Technician	27.87
30051 - Cryogenic Technician I	28.54
30052 - Cryogenic Technician II	31.52
30061 - Drafter/CAD Operator I	18.59
30062 - Drafter/CAD Operator II	20.80
30063 - Drafter/CAD Operator III	23.20
30064 - Drafter/CAD Operator IV	28.54

30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	20.60
30083 - Engineering Technician III	23.05
30084 - Engineering Technician IV	28.54
30085 - Engineering Technician V	34.91
30086 - Engineering Technician VI	42.24
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.77
30210 - Laboratory Technician	28.52
30221 - Latent Fingerprint Technician I	28.54
30222 - Latent Fingerprint Technician II	31.52
30240 - Mathematical Technician	25.77
30361 - Paralegal/Legal Assistant I	21.60
30362 - Paralegal/Legal Assistant II	26.77
30363 - Paralegal/Legal Assistant III	32.75
30364 - Paralegal/Legal Assistant IV	39.62
30375 - Petroleum Supply Specialist	31.52
30390 - Photo-Optics Technician	25.77
30395 - Radiation Control Technician	31.52
30461 - Technical Writer I	25.77
30462 - Technical Writer II	31.52
30463 - Technical Writer III	38.15
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	28.54
30502 - Weather Forecaster II	34.72
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 23.20
30621 - Weather Observer, Senior	(see 2) 25.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	12.59
31030 - Bus Driver	16.82
31043 - Driver Courier	17.45
31260 - Parking and Lot Attendant	14.68
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	14.10
31361 - Truckdriver, Light	18.68
31362 - Truckdriver, Medium	19.92
31363 - Truckdriver, Heavy	24.03
31364 - Truckdriver, Tractor-Trailer	24.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.46
99050 - Desk Clerk	12.73
99095 - Embalmer	25.60
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	14.13
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	25.08
99310 - Mortician	25.60
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	18.96
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	17.34
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	18.46
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	14.76
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	23.59
99841 - Vending Machine Repairer	28.65
99842 - Vending Machine Repairer Helper	23.59

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per

week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).""

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4691 Revision No.: 34 Date Of Last Revision: 8/12/2026

State: Kentucky

Area: Kentucky Counties of Calloway, Fulton, Graves, Hickman and Marshall

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.95
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		26.71
01035 - Court Reporter		20.89
01041 - Customer Service Representative I		14.72
01042 - Customer Service Representative II		16.06
01043 - Customer Service Representative III		18.02
01051 - Data Entry Operator I		16.74
01052 - Data Entry Operator II		18.27
01060 - Dispatcher, Motor Vehicle		20.60
01070 - Document Preparation Clerk		16.64
01090 - Duplicating Machine Operator		16.64
01111 - General Clerk I		14.75
01112 - General Clerk II		16.10
01113 - General Clerk III		18.07
01120 - Housing Referral Assistant		23.29
01141 - Messenger Courier		17.39
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.39
01262 - Personnel Assistant (Employment) II		20.58
01263 - Personnel Assistant (Employment) III		22.95
01270 - Production Control Clerk		25.38
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		18.67
01311 - Secretary I		18.67
01312 - Secretary II		20.89
01313 - Secretary III		23.29
01320 - Service Order Dispatcher		18.41
01410 - Supply Technician		26.71
01420 - Survey Worker		18.78
01460 - Switchboard Operator/Receptionist		15.08
01531 - Travel Clerk I		16.64
01532 - Travel Clerk II		18.67
01533 - Travel Clerk III		20.17
01611 - Word Processor I		16.64
01612 - Word Processor II		18.67
01613 - Word Processor III		20.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.02
05010 - Automotive Electrician		19.23
05040 - Automotive Glass Installer		17.21
05070 - Automotive Worker		17.21
05110 - Mobile Equipment Servicer		15.16
05130 - Motor Equipment Metal Mechanic		19.23
05160 - Motor Equipment Metal Worker		17.21
05190 - Motor Vehicle Mechanic		19.23
05220 - Motor Vehicle Mechanic Helper		14.15
05250 - Motor Vehicle Upholstery Worker		17.21
05280 - Motor Vehicle Wrecker		17.21
05310 - Painter, Automotive		18.23
05340 - Radiator Repair Specialist		17.21
05370 - Tire Repairer		16.65
05400 - Transmission Repair Specialist		19.01
07000 - Food Preparation And Service Occupations		

07010 - Baker	14.26
07041 - Cook I	14.33
07042 - Cook II	16.27
07070 - Dishwasher	11.83
07130 - Food Service Worker	11.06
07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.57
09040 - Furniture Handler	13.99
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.39
09110 - Furniture Repairer, Minor	18.76
09130 - Upholsterer	21.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.84
11060 - Elevator Operator	15.28
11090 - Gardener	18.94
11122 - Housekeeping Aide	14.84
11150 - Janitor	14.84
11210 - Laborer, Grounds Maintenance	15.11
11240 - Maid or Houseman	13.59
11260 - Pruner	13.77
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	15.11
11360 - Window Cleaner	16.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	25.84
12012 - Certified Occupational Therapist Assistant	29.81
12015 - Certified Physical Therapist Assistant	29.10
12020 - Dental Assistant	19.70
12025 - Dental Hygienist	34.54
12030 - EKG Technician	30.98
12035 - Electroneurodiagnostic Technologist	30.98
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	23.10
12072 - Licensed Practical Nurse II	25.84
12073 - Licensed Practical Nurse III	28.82
12100 - Medical Assistant	17.35
12130 - Medical Laboratory Technician	28.64
12160 - Medical Record Clerk	19.36
12190 - Medical Record Technician	21.66
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	56.80
12221 - Nursing Assistant I	13.79
12222 - Nursing Assistant II	15.51
12223 - Nursing Assistant III	16.92
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	20.62
12236 - Optical Technician	23.10
12250 - Pharmacy Technician	17.75
12280 - Phlebotomist	18.25
12305 - Radiologic Technologist	30.29
12311 - Registered Nurse I	25.52
12312 - Registered Nurse II	31.21
12313 - Registered Nurse II, Specialist	31.21
12314 - Registered Nurse III	37.76
12315 - Registered Nurse III, Anesthetist	37.76
12316 - Registered Nurse IV	45.27
12317 - Scheduler (Drug and Alcohol Testing)	32.01
12320 - Substance Abuse Treatment Counselor	23.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.14
13012 - Exhibits Specialist II	27.43
13013 - Exhibits Specialist III	33.55
13041 - Illustrator I	22.14
13042 - Illustrator II	27.43
13043 - Illustrator III	33.55
13047 - Librarian	30.38
13050 - Library Aide/Clerk	15.17
13054 - Library Information Technology Systems Administrator	27.43
13058 - Library Technician	17.40
13061 - Media Specialist I	19.80
13062 - Media Specialist II	22.14
13063 - Media Specialist III	24.68
13071 - Photographer I	19.80
13072 - Photographer II	22.14
13073 - Photographer III	27.43
13074 - Photographer IV	33.55
13075 - Photographer V	40.59
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	19.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.31
14042 - Computer Operator II	22.73
14043 - Computer Operator III	25.34
14044 - Computer Operator IV	28.15
14045 - Computer Operator V	31.18
14071 - Computer Programmer I	(see 1) 23.37
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.31
14160 - Personal Computer Support Technician		28.15
14170 - System Support Specialist		31.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.74
15020 - Aircrew Training Devices Instructor (Rated)		42.04
15030 - Air Crew Training Devices Instructor (Pilot)		50.39
15050 - Computer Based Training Specialist / Instructor		34.74
15060 - Educational Technologist		34.64
15070 - Flight Instructor (Pilot)		50.39
15080 - Graphic Artist		23.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.39
15086 - Maintenance Test Pilot, Rotary Wing		50.39
15088 - Non-Maintenance Test/Co-Pilot		50.39
15090 - Technical Instructor		24.01
15095 - Technical Instructor/Course Developer		29.37
15110 - Test Proctor		19.38
15120 - Tutor		19.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.24
16030 - Counter Attendant		11.24
16040 - Dry Cleaner		13.62
16070 - Finisher, Flatwork, Machine		11.24
16090 - Presser, Hand		11.24
16110 - Presser, Machine, Drycleaning		11.24
16130 - Presser, Machine, Shirts		11.24
16160 - Presser, Machine, Wearing Apparel, Laundry		11.24
16190 - Sewing Machine Operator		14.50
16220 - Tailor		15.30
16250 - Washer, Machine		12.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.68
19040 - Tool And Die Maker		30.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.83
21030 - Material Coordinator		25.38
21040 - Material Expediter		25.38
21050 - Material Handling Laborer		18.34
21071 - Order Filler		16.69
21080 - Production Line Worker (Food Processing)		21.83
21110 - Shipping Packer		19.39
21130 - Shipping/Receiving Clerk		19.39
21140 - Store Worker I		16.33
21150 - Stock Clerk		21.52
21210 - Tools And Parts Attendant		21.83
21410 - Warehouse Specialist		21.83
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.82
23019 - Aircraft Logs and Records Technician		25.04
23021 - Aircraft Mechanic I		29.40
23022 - Aircraft Mechanic II		30.82
23023 - Aircraft Mechanic III		32.25
23040 - Aircraft Mechanic Helper		21.88
23050 - Aircraft, Painter		28.05
23060 - Aircraft Servicer		25.04
23070 - Aircraft Survival Flight Equipment Technician		28.05
23080 - Aircraft Worker		26.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.40
23110 - Appliance Mechanic		27.08
23120 - Bicycle Repairer		22.63
23125 - Cable Splicer		38.93
23130 - Carpenter, Maintenance		23.71
23140 - Carpet Layer		25.69
23160 - Electrician, Maintenance		28.46
23181 - Electronics Technician Maintenance I		31.02
23182 - Electronics Technician Maintenance II		32.68
23183 - Electronics Technician Maintenance III		34.25
23260 - Fabric Worker		24.16
23290 - Fire Alarm System Mechanic		28.38
23310 - Fire Extinguisher Repairer		22.63
23311 - Fuel Distribution System Mechanic		30.57
23312 - Fuel Distribution System Operator		24.83
23370 - General Maintenance Worker		23.24
23380 - Ground Support Equipment Mechanic		29.40
23381 - Ground Support Equipment Servicer		25.04
23382 - Ground Support Equipment Worker		26.62
23391 - Gunsmith I		22.63
23392 - Gunsmith II		25.69
23393 - Gunsmith III		28.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.52
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)	27.80
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	27.51
23460 - Instrument Mechanic	33.63
23465 - Laboratory/Shelter Mechanic	27.08
23470 - Laborer	18.34
23510 - Locksmith	27.08
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist, Maintenance	24.63
23580 - Maintenance Trades Helper	17.75
23591 - Metrology Technician I	33.63
23592 - Metrology Technician II	35.19
23593 - Metrology Technician III	36.81
23640 - Millwright	29.27
23710 - Office Appliance Repairer	27.08
23760 - Painter, Maintenance	21.68
23790 - Pipefitter, Maintenance	32.20
23810 - Plumber, Maintenance	30.67
23820 - Pneudraulic Systems Mechanic	28.38
23850 - Rigger	28.38
23870 - Scale Mechanic	25.69
23890 - Sheet-Metal Worker, Maintenance	28.38
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	35.10
23932 - Telecommunications Mechanic II	37.18
23950 - Telephone Lineman	27.44
23960 - Welder, Combination, Maintenance	24.49
23965 - Well Driller	28.38
23970 - Woodcraft Worker	28.38
23980 - Woodworker	22.63
24000 - Personal Needs Occupations	
24550 - Case Manager	19.31
24570 - Child Care Attendant	12.35
24580 - Child Care Center Clerk	15.41
24610 - Chore Aide	15.16
24620 - Family Readiness And Support Services Coordinator	19.31
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	22.59
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	22.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.63
27007 - Baggage Inspector	17.00
27008 - Corrections Officer	20.34
27010 - Court Security Officer	19.06
27030 - Detection Dog Handler	19.02
27040 - Detention Officer	20.34
27070 - Firefighter	17.14
27101 - Guard I	17.00
27102 - Guard II	19.02
27131 - Police Officer I	23.98
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.08
28042 - Carnival Equipment Repairer	16.14
28043 - Carnival Worker	11.79
28210 - Gate Attendant/Gate Tender	20.26
28310 - Lifeguard	14.81
28350 - Park Attendant (Aide)	22.67
28510 - Recreation Aide/Health Facility Attendant	16.54
28515 - Recreation Specialist	27.86
28630 - Sports Official	18.05
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.28
29020 - Hatch Tender	30.28
29030 - Line Handler	30.28
29041 - Stevedore I	28.48
29042 - Stevedore II	31.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	18.59
30022 - Archeological Technician II	20.80
30023 - Archeological Technician III	25.77
30030 - Cartographic Technician	25.77
30040 - Civil Engineering Technician	27.87
30051 - Cryogenic Technician I	28.54
30052 - Cryogenic Technician II	31.52
30061 - Drafter/CAD Operator I	18.59
30062 - Drafter/CAD Operator II	20.80
30063 - Drafter/CAD Operator III	23.20
30064 - Drafter/CAD Operator IV	28.54
30081 - Engineering Technician I	18.36

30082 - Engineering Technician II	20.60
30083 - Engineering Technician III	23.05
30084 - Engineering Technician IV	28.54
30085 - Engineering Technician V	34.91
30086 - Engineering Technician VI	42.24
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.77
30210 - Laboratory Technician	28.16
30221 - Latent Fingerprint Technician I	28.54
30222 - Latent Fingerprint Technician II	31.52
30240 - Mathematical Technician	25.77
30361 - Paralegal/Legal Assistant I	21.60
30362 - Paralegal/Legal Assistant II	26.77
30363 - Paralegal/Legal Assistant III	32.75
30364 - Paralegal/Legal Assistant IV	39.62
30375 - Petroleum Supply Specialist	31.52
30390 - Photo-Optics Technician	25.77
30395 - Radiation Control Technician	31.52
30461 - Technical Writer I	25.77
30462 - Technical Writer II	31.52
30463 - Technical Writer III	38.15
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	28.54
30502 - Weather Forecaster II	34.72
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 23.20
30621 - Weather Observer, Senior	(see 2) 25.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	12.84
31030 - Bus Driver	18.40
31043 - Driver Courier	17.43
31260 - Parking and Lot Attendant	14.68
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	13.35
31361 - Truckdriver, Light	18.68
31362 - Truckdriver, Medium	19.94
31363 - Truckdriver, Heavy	24.03
31364 - Truckdriver, Tractor-Trailer	24.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.46
99050 - Desk Clerk	12.73
99095 - Embalmer	25.60
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	14.28
99252 - Laboratory Animal Caretaker II	15.30
99260 - Marketing Analyst	25.08
99310 - Mortician	25.60
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	22.27
99730 - Refuse Collector	17.34
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	18.04
99830 - Survey Party Chief	25.94
99831 - Surveying Aide	17.01
99832 - Surveying Technician	23.28
99840 - Vending Machine Attendant	23.17
99841 - Vending Machine Repairer	28.18
99842 - Vending Machine Repairer Helper	23.17

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).""

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-5973 Revision No.: 6 Date Of Last Revision: 8/12/2026

State: Kentucky

Area: Kentucky Counties of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.26
01020 - Administrative Assistant		29.38
01035 - Court Reporter		20.92
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		16.73
01043 - Customer Service Representative III		18.78
01051 - Data Entry Operator I		15.61
01052 - Data Entry Operator II		17.04
01060 - Dispatcher, Motor Vehicle		24.00
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		15.67
01112 - General Clerk II		17.10
01113 - General Clerk III		19.19
01120 - Housing Referral Assistant		23.33
01141 - Messenger Courier		15.81
01191 - Order Clerk I		15.40
01192 - Order Clerk II		16.80
01261 - Personnel Assistant (Employment) I		18.86
01262 - Personnel Assistant (Employment) II		21.10
01263 - Personnel Assistant (Employment) III		23.51
01270 - Production Control Clerk		24.86
01290 - Rental Clerk		17.28
01300 - Scheduler, Maintenance		18.70
01311 - Secretary I		18.70
01312 - Secretary II		20.92
01313 - Secretary III		23.33
01320 - Service Order Dispatcher		21.45
01410 - Supply Technician		29.38
01420 - Survey Worker		18.49
01460 - Switchboard Operator/Receptionist		15.45
01531 - Travel Clerk I		16.10
01532 - Travel Clerk II		17.97
01533 - Travel Clerk III		20.10
01611 - Word Processor I		16.67
01612 - Word Processor II		18.70
01613 - Word Processor III		20.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
05010 - Automotive Electrician		19.74
05040 - Automotive Glass Installer		18.78
05070 - Automotive Worker		18.78
05110 - Mobile Equipment Servicer		16.62
05130 - Motor Equipment Metal Mechanic		20.80
05160 - Motor Equipment Metal Worker		18.78
05190 - Motor Vehicle Mechanic		20.80
05220 - Motor Vehicle Mechanic Helper		15.58
05250 - Motor Vehicle Upholstery Worker		17.63
05280 - Motor Vehicle Wrecker		18.78
05310 - Painter, Automotive		19.74
05340 - Radiator Repair Specialist		18.78
05370 - Tire Repairer		16.62
05400 - Transmission Repair Specialist		20.80
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.80

07041 - Cook I	15.98
07042 - Cook II	18.13
07070 - Dishwasher	13.33
07130 - Food Service Worker	12.50
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	11.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	15.37
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.06
09110 - Furniture Repairer, Minor	20.44
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.00
11060 - Elevator Operator	16.08
11090 - Gardener	21.64
11122 - Housekeeping Aide	16.08
11150 - Janitor	16.08
11210 - Laborer, Grounds Maintenance	17.29
11240 - Maid or Houseman	15.00
11260 - Pruner	15.73
11270 - Tractor Operator	20.21
11330 - Trail Maintenance Worker	17.29
11360 - Window Cleaner	17.74
12000 - Health Occupations	
12010 - Ambulance Driver	17.86
12011 - Breath Alcohol Technician	26.76
12012 - Certified Occupational Therapist Assistant	35.76
12015 - Certified Physical Therapist Assistant	28.95
12020 - Dental Assistant	21.38
12025 - Dental Hygienist	38.28
12030 - EKG Technician	32.53
12035 - Electroneurodiagnostic Technologist	32.53
12040 - Emergency Medical Technician	17.86
12071 - Licensed Practical Nurse I	23.92
12072 - Licensed Practical Nurse II	26.76
12073 - Licensed Practical Nurse III	29.84
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	28.71
12160 - Medical Record Clerk	19.36
12190 - Medical Record Technician	21.66
12195 - Medical Transcriptionist	22.57
12210 - Nuclear Medicine Technologist	58.81
12221 - Nursing Assistant I	13.22
12222 - Nursing Assistant II	14.87
12223 - Nursing Assistant III	16.22
12224 - Nursing Assistant IV	18.20
12235 - Optical Dispenser	18.94
12236 - Optical Technician	23.92
12250 - Pharmacy Technician	18.15
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	32.81
12311 - Registered Nurse I	25.95
12312 - Registered Nurse II	31.75
12313 - Registered Nurse II, Specialist	31.75
12314 - Registered Nurse III	38.42
12315 - Registered Nurse III, Anesthetist	38.42
12316 - Registered Nurse IV	46.05
12317 - Scheduler (Drug and Alcohol Testing)	33.15
12320 - Substance Abuse Treatment Counselor	25.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.04
13012 - Exhibits Specialist II	27.30
13013 - Exhibits Specialist III	33.40
13041 - Illustrator I	22.04
13042 - Illustrator II	27.30
13043 - Illustrator III	33.40
13047 - Librarian	30.24
13050 - Library Aide/Clerk	16.69
13054 - Library Information Technology Systems Administrator	27.30
13058 - Library Technician	17.78
13061 - Media Specialist I	19.70
13062 - Media Specialist II	22.04
13063 - Media Specialist III	24.58
13071 - Photographer I	19.70
13072 - Photographer II	22.04
13073 - Photographer III	27.30
13074 - Photographer IV	33.40
13075 - Photographer V	40.42
13090 - Technical Order Library Clerk	20.94
13110 - Video Teleconference Technician	19.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.01
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.34
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1) 23.03
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.01
14160 - Personal Computer Support Technician		26.34
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.34
15020 - Aircrew Training Devices Instructor (Rated)		37.93
15030 - Air Crew Training Devices Instructor (Pilot)		45.46
15050 - Computer Based Training Specialist / Instructor		31.34
15060 - Educational Technologist		31.27
15070 - Flight Instructor (Pilot)		45.46
15080 - Graphic Artist		22.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.46
15086 - Maintenance Test Pilot, Rotary Wing		45.46
15088 - Non-Maintenance Test/Co-Pilot		45.46
15090 - Technical Instructor		23.75
15095 - Technical Instructor/Course Developer		29.05
15110 - Test Proctor		19.17
15120 - Tutor		19.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.40
16030 - Counter Attendant		11.40
16040 - Dry Cleaner		13.82
16070 - Finisher, Flatwork, Machine		11.40
16090 - Presser, Hand		11.40
16110 - Presser, Machine, Drycleaning		11.40
16130 - Presser, Machine, Shirts		11.40
16160 - Presser, Machine, Wearing Apparel, Laundry		11.40
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.51
16250 - Washer, Machine		12.35
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.59
19040 - Tool And Die Maker		32.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.48
21030 - Material Coordinator		24.86
21040 - Material Expediter		24.86
21050 - Material Handling Laborer		18.32
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.48
21110 - Shipping Packer		20.49
21130 - Shipping/Receiving Clerk		20.49
21140 - Store Worker I		16.19
21150 - Stock Clerk		21.43
21210 - Tools And Parts Attendant		20.48
21410 - Warehouse Specialist		20.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.91
23019 - Aircraft Logs and Records Technician		26.46
23021 - Aircraft Mechanic I		31.21
23022 - Aircraft Mechanic II		32.91
23023 - Aircraft Mechanic III		34.65
23040 - Aircraft Mechanic Helper		23.39
23050 - Aircraft, Painter		29.62
23060 - Aircraft Servicer		26.46
23070 - Aircraft Survival Flight Equipment Technician		29.62
23080 - Aircraft Worker		28.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.21
23110 - Appliance Mechanic		29.62
23120 - Bicycle Repairer		24.93
23125 - Cable Splicer		40.81
23130 - Carpenter, Maintenance		24.86
23140 - Carpet Layer		28.18
23160 - Electrician, Maintenance		33.57
23181 - Electronics Technician Maintenance I		28.18
23182 - Electronics Technician Maintenance II		29.66
23183 - Electronics Technician Maintenance III		31.21
23260 - Fabric Worker		26.46
23290 - Fire Alarm System Mechanic		27.09
23310 - Fire Extinguisher Repairer		24.93
23311 - Fuel Distribution System Mechanic		31.21
23312 - Fuel Distribution System Operator		25.61
23370 - General Maintenance Worker		22.08
23380 - Ground Support Equipment Mechanic		31.21
23381 - Ground Support Equipment Servicer		26.46
23382 - Ground Support Equipment Worker		28.18
23391 - Gunsmith I		24.93
23392 - Gunsmith II		28.18
23393 - Gunsmith III		31.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.70

23430 - Heavy Equipment Mechanic	28.12
23440 - Heavy Equipment Operator	28.36
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	29.62
23470 - Laborer	18.32
23510 - Locksmith	29.62
23530 - Machinery Maintenance Mechanic	29.58
23550 - Machinist, Maintenance	28.00
23580 - Maintenance Trades Helper	21.03
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.19
23593 - Metrology Technician III	37.98
23640 - Millwright	31.21
23710 - Office Appliance Repairer	25.73
23760 - Painter, Maintenance	21.33
23790 - Pipefitter, Maintenance	37.61
23810 - Plumber, Maintenance	35.82
23820 - Pseudraulic Systems Mechanic	31.21
23850 - Rigger	31.21
23870 - Scale Mechanic	28.18
23890 - Sheet-Metal Worker, Maintenance	32.85
23910 - Small Engine Mechanic	20.34
23931 - Telecommunications Mechanic I	34.28
23932 - Telecommunications Mechanic II	36.00
23950 - Telephone Lineman	31.59
23960 - Welder, Combination, Maintenance	23.35
23965 - Well Driller	31.21
23970 - Woodcraft Worker	31.21
23980 - Woodworker	24.93
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	13.19
24580 - Child Care Center Clerk	16.44
24610 - Chore Aide	15.16
24620 - Family Readiness And Support Services Coordinator	17.99
24630 - Homemaker	17.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	25.08
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.80
25210 - Water Treatment Plant Operator	25.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.48
27007 - Baggage Inspector	17.49
27008 - Corrections Officer	19.43
27010 - Court Security Officer	19.80
27030 - Detection Dog Handler	19.57
27040 - Detention Officer	19.43
27070 - Firefighter	19.80
27101 - Guard I	17.49
27102 - Guard II	19.57
27131 - Police Officer I	25.85
27132 - Police Officer II	28.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.66
28042 - Carnival Equipment Repairer	15.59
28043 - Carnival Worker	11.24
28210 - Gate Attendant/Gate Tender	17.64
28310 - Lifeguard	15.28
28350 - Park Attendant (Aide)	19.73
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	23.76
28630 - Sports Official	15.71
28690 - Swimming Pool Operator	18.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.84
29020 - Hatch Tender	28.84
29030 - Line Handler	28.84
29041 - Stevedore I	27.08
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	18.26
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.31
30030 - Cartographic Technician	25.31
30040 - Civil Engineering Technician	27.08
30051 - Cryogenic Technician I	28.02
30052 - Cryogenic Technician II	30.96
30061 - Drafter/CAD Operator I	18.26
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.02
30081 - Engineering Technician I	16.74
30082 - Engineering Technician II	18.78

30083 - Engineering Technician III	21.01
30084 - Engineering Technician IV	26.03
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	38.52
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.31
30210 - Laboratory Technician	23.57
30221 - Latent Fingerprint Technician I	28.02
30222 - Latent Fingerprint Technician II	30.96
30240 - Mathematical Technician	25.31
30361 - Paralegal/Legal Assistant I	22.94
30362 - Paralegal/Legal Assistant II	28.42
30363 - Paralegal/Legal Assistant III	34.76
30364 - Paralegal/Legal Assistant IV	42.07
30375 - Petroleum Supply Specialist	30.96
30390 - Photo-Optics Technician	25.31
30395 - Radiation Control Technician	30.96
30461 - Technical Writer I	25.31
30462 - Technical Writer II	30.96
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	28.02
30502 - Weather Forecaster II	34.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.77
30621 - Weather Observer, Senior	(see 2) 25.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	15.24
31030 - Bus Driver	20.35
31043 - Driver Courier	18.82
31260 - Parking and Lot Attendant	14.51
31290 - Shuttle Bus Driver	15.95
31310 - Taxi Driver	14.10
31361 - Truckdriver, Light	20.06
31362 - Truckdriver, Medium	21.29
31363 - Truckdriver, Heavy	24.29
31364 - Truckdriver, Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.54
99050 - Desk Clerk	13.86
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	15.81
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	28.03
99310 - Mortician	29.57
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	21.18
99711 - Recycling Specialist	24.76
99730 - Refuse Collector	19.33
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	17.91
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	14.76
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	23.37
99841 - Vending Machine Repairer	28.82
99842 - Vending Machine Repairer Helper	23.37

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-5975 Revision No.: 6 Date Of Last Revision: 8/12/2026

State: Kentucky

Area: Kentucky Counties of Ballard, Carlisle and McCracken

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.26
01020 - Administrative Assistant		29.38
01035 - Court Reporter		20.92
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		16.73
01043 - Customer Service Representative III		18.78
01051 - Data Entry Operator I		15.61
01052 - Data Entry Operator II		17.04
01060 - Dispatcher, Motor Vehicle		24.00
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		15.67
01112 - General Clerk II		17.10
01113 - General Clerk III		19.19
01120 - Housing Referral Assistant		23.33
01141 - Messenger Courier		15.81
01191 - Order Clerk I		15.40
01192 - Order Clerk II		16.80
01261 - Personnel Assistant (Employment) I		18.86
01262 - Personnel Assistant (Employment) II		21.10
01263 - Personnel Assistant (Employment) III		23.51
01270 - Production Control Clerk		24.86
01290 - Rental Clerk		17.28
01300 - Scheduler, Maintenance		18.70
01311 - Secretary I		18.70
01312 - Secretary II		20.92
01313 - Secretary III		23.33
01320 - Service Order Dispatcher		21.45
01410 - Supply Technician		29.38
01420 - Survey Worker		20.10
01460 - Switchboard Operator/Receptionist		15.45
01531 - Travel Clerk I		16.10
01532 - Travel Clerk II		17.97
01533 - Travel Clerk III		20.10
01611 - Word Processor I		16.67
01612 - Word Processor II		18.70
01613 - Word Processor III		20.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.02
05010 - Automotive Electrician		19.92
05040 - Automotive Glass Installer		18.89
05070 - Automotive Worker		18.89
05110 - Mobile Equipment Servicer		16.62
05130 - Motor Equipment Metal Mechanic		20.97
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.97
05220 - Motor Vehicle Mechanic Helper		15.58
05250 - Motor Vehicle Upholstery Worker		17.70
05280 - Motor Vehicle Wrecker		18.89
05310 - Painter, Automotive		19.92
05340 - Radiator Repair Specialist		18.89
05370 - Tire Repairer		16.62
05400 - Transmission Repair Specialist		20.88
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.26

07041 - Cook I	15.98
07042 - Cook II	18.15
07070 - Dishwasher	13.33
07130 - Food Service Worker	12.50
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	11.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	15.37
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer, Minor	20.44
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.00
11060 - Elevator Operator	16.08
11090 - Gardener	21.68
11122 - Housekeeping Aide	16.08
11150 - Janitor	16.08
11210 - Laborer, Grounds Maintenance	17.29
11240 - Maid or Houseman	15.00
11260 - Pruner	15.73
11270 - Tractor Operator	20.24
11330 - Trail Maintenance Worker	17.29
11360 - Window Cleaner	17.74
12000 - Health Occupations	
12010 - Ambulance Driver	19.06
12011 - Breath Alcohol Technician	26.76
12012 - Certified Occupational Therapist Assistant	35.76
12015 - Certified Physical Therapist Assistant	28.95
12020 - Dental Assistant	21.38
12025 - Dental Hygienist	38.28
12030 - EKG Technician	31.14
12035 - Electroneurodiagnostic Technologist	31.14
12040 - Emergency Medical Technician	19.06
12071 - Licensed Practical Nurse I	23.92
12072 - Licensed Practical Nurse II	26.76
12073 - Licensed Practical Nurse III	29.84
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	28.71
12160 - Medical Record Clerk	19.36
12190 - Medical Record Technician	21.66
12195 - Medical Transcriptionist	22.57
12210 - Nuclear Medicine Technologist	58.81
12221 - Nursing Assistant I	13.22
12222 - Nursing Assistant II	14.87
12223 - Nursing Assistant III	16.22
12224 - Nursing Assistant IV	18.20
12235 - Optical Dispenser	18.94
12236 - Optical Technician	23.92
12250 - Pharmacy Technician	18.15
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	32.81
12311 - Registered Nurse I	25.95
12312 - Registered Nurse II	31.75
12313 - Registered Nurse II, Specialist	31.75
12314 - Registered Nurse III	38.42
12315 - Registered Nurse III, Anesthetist	38.42
12316 - Registered Nurse IV	46.05
12317 - Scheduler (Drug and Alcohol Testing)	33.15
12320 - Substance Abuse Treatment Counselor	25.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.04
13012 - Exhibits Specialist II	27.30
13013 - Exhibits Specialist III	33.40
13041 - Illustrator I	22.04
13042 - Illustrator II	27.30
13043 - Illustrator III	33.40
13047 - Librarian	30.24
13050 - Library Aide/Clerk	16.69
13054 - Library Information Technology Systems Administrator	27.30
13058 - Library Technician	17.40
13061 - Media Specialist I	19.70
13062 - Media Specialist II	22.04
13063 - Media Specialist III	24.58
13071 - Photographer I	19.70
13072 - Photographer II	22.04
13073 - Photographer III	27.30
13074 - Photographer IV	33.40
13075 - Photographer V	40.42
13090 - Technical Order Library Clerk	20.94
13110 - Video Teleconference Technician	19.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.01
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.34
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1) 23.37
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.01
14160 - Personal Computer Support Technician		26.34
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.34
15020 - Aircrew Training Devices Instructor (Rated)		37.93
15030 - Air Crew Training Devices Instructor (Pilot)		45.46
15050 - Computer Based Training Specialist / Instructor		31.34
15060 - Educational Technologist		31.27
15070 - Flight Instructor (Pilot)		45.46
15080 - Graphic Artist		25.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.46
15086 - Maintenance Test Pilot, Rotary Wing		45.46
15088 - Non-Maintenance Test/Co-Pilot		45.46
15090 - Technical Instructor		25.64
15095 - Technical Instructor/Course Developer		31.37
15110 - Test Proctor		20.70
15120 - Tutor		20.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.40
16030 - Counter Attendant		11.40
16040 - Dry Cleaner		13.82
16070 - Finisher, Flatwork, Machine		11.40
16090 - Presser, Hand		11.40
16110 - Presser, Machine, Drycleaning		11.40
16130 - Presser, Machine, Shirts		11.40
16160 - Presser, Machine, Wearing Apparel, Laundry		11.40
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.51
16250 - Washer, Machine		12.35
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.79
19040 - Tool And Die Maker		32.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.48
21030 - Material Coordinator		24.86
21040 - Material Expediter		24.86
21050 - Material Handling Laborer		18.32
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.48
21110 - Shipping Packer		20.49
21130 - Shipping/Receiving Clerk		20.49
21140 - Store Worker I		15.79
21150 - Stock Clerk		21.43
21210 - Tools And Parts Attendant		20.48
21410 - Warehouse Specialist		20.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.91
23019 - Aircraft Logs and Records Technician		26.46
23021 - Aircraft Mechanic I		31.21
23022 - Aircraft Mechanic II		32.91
23023 - Aircraft Mechanic III		34.65
23040 - Aircraft Mechanic Helper		23.39
23050 - Aircraft, Painter		29.62
23060 - Aircraft Servicer		26.46
23070 - Aircraft Survival Flight Equipment Technician		29.62
23080 - Aircraft Worker		28.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.21
23110 - Appliance Mechanic		29.62
23120 - Bicycle Repairer		24.93
23125 - Cable Splicer		40.94
23130 - Carpenter, Maintenance		24.86
23140 - Carpet Layer		28.18
23160 - Electrician, Maintenance		33.57
23181 - Electronics Technician Maintenance I		28.20
23182 - Electronics Technician Maintenance II		29.71
23183 - Electronics Technician Maintenance III		31.21
23260 - Fabric Worker		26.46
23290 - Fire Alarm System Mechanic		27.09
23310 - Fire Extinguisher Repairer		24.93
23311 - Fuel Distribution System Mechanic		31.21
23312 - Fuel Distribution System Operator		24.93
23370 - General Maintenance Worker		22.08
23380 - Ground Support Equipment Mechanic		31.21
23381 - Ground Support Equipment Servicer		26.46
23382 - Ground Support Equipment Worker		28.18
23391 - Gunsmith I		24.93
23392 - Gunsmith II		28.18
23393 - Gunsmith III		31.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.70

23430 - Heavy Equipment Mechanic	28.12
23440 - Heavy Equipment Operator	28.36
23460 - Instrument Mechanic	33.63
23465 - Laboratory/Shelter Mechanic	29.62
23470 - Laborer	18.32
23510 - Locksmith	29.62
23530 - Machinery Maintenance Mechanic	29.58
23550 - Machinist, Maintenance	28.00
23580 - Maintenance Trades Helper	21.03
23591 - Metrology Technician I	33.63
23592 - Metrology Technician II	35.19
23593 - Metrology Technician III	36.81
23640 - Millwright	31.21
23710 - Office Appliance Repairer	25.78
23760 - Painter, Maintenance	21.33
23790 - Pipefitter, Maintenance	37.61
23810 - Plumber, Maintenance	35.82
23820 - Pneudraulic Systems Mechanic	31.21
23850 - Rigger	31.21
23870 - Scale Mechanic	28.18
23890 - Sheet-Metal Worker, Maintenance	32.85
23910 - Small Engine Mechanic	20.72
23931 - Telecommunications Mechanic I	31.91
23932 - Telecommunications Mechanic II	33.80
23950 - Telephone Lineman	31.59
23960 - Welder, Combination, Maintenance	23.35
23965 - Well Driller	31.21
23970 - Woodcraft Worker	31.21
23980 - Woodworker	24.93
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	13.19
24580 - Child Care Center Clerk	16.44
24610 - Chore Aide	15.16
24620 - Family Readiness And Support Services Coordinator	17.99
24630 - Homemaker	17.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	25.08
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.80
25210 - Water Treatment Plant Operator	25.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.48
27007 - Baggage Inspector	17.49
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.80
27030 - Detection Dog Handler	19.57
27040 - Detention Officer	19.80
27070 - Firefighter	18.85
27101 - Guard I	17.49
27102 - Guard II	19.57
27131 - Police Officer I	25.85
27132 - Police Officer II	28.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.44
28042 - Carnival Equipment Repairer	15.48
28043 - Carnival Worker	11.24
28210 - Gate Attendant/Gate Tender	17.74
28310 - Lifeguard	15.28
28350 - Park Attendant (Aide)	19.86
28510 - Recreation Aide/Health Facility Attendant	14.49
28515 - Recreation Specialist	23.76
28630 - Sports Official	15.81
28690 - Swimming Pool Operator	17.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.84
29020 - Hatch Tender	28.84
29030 - Line Handler	28.84
29041 - Stevedore I	27.08
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	18.26
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.31
30030 - Cartographic Technician	25.31
30040 - Civil Engineering Technician	26.29
30051 - Cryogenic Technician I	28.02
30052 - Cryogenic Technician II	30.96
30061 - Drafter/CAD Operator I	18.26
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.02
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	18.78

30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	26.03
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	38.52
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.31
30210 - Laboratory Technician	23.27
30221 - Latent Fingerprint Technician I	28.02
30222 - Latent Fingerprint Technician II	30.96
30240 - Mathematical Technician	25.31
30361 - Paralegal/Legal Assistant I	22.94
30362 - Paralegal/Legal Assistant II	28.42
30363 - Paralegal/Legal Assistant III	34.76
30364 - Paralegal/Legal Assistant IV	42.07
30375 - Petroleum Supply Specialist	30.96
30390 - Photo-Optics Technician	25.22
30395 - Radiation Control Technician	30.96
30461 - Technical Writer I	25.31
30462 - Technical Writer II	30.96
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	28.02
30502 - Weather Forecaster II	34.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.77
30621 - Weather Observer, Senior	(see 2) 25.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	15.53
31030 - Bus Driver	21.29
31043 - Driver Courier	18.82
31260 - Parking and Lot Attendant	14.51
31290 - Shuttle Bus Driver	15.95
31310 - Taxi Driver	13.35
31361 - Truckdriver, Light	20.06
31362 - Truckdriver, Medium	21.29
31363 - Truckdriver, Heavy	24.29
31364 - Truckdriver, Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.54
99050 - Desk Clerk	13.86
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.28
99252 - Laboratory Animal Caretaker II	18.51
99260 - Marketing Analyst	28.03
99310 - Mortician	29.57
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	21.25
99711 - Recycling Specialist	24.87
99730 - Refuse Collector	19.33
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	17.57
99830 - Survey Party Chief	25.94
99831 - Surveying Aide	17.01
99832 - Surveying Technician	23.28
99840 - Vending Machine Attendant	23.37
99841 - Vending Machine Repairer	28.82
99842 - Vending Machine Repairer Helper	23.37

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).